

FORT WAYNE COMMUNITY SCHOOLS  
1200 SOUTH CLINTON STREET  
FORT WAYNE, IN 46802

6:08 p.m.

October 14, 2019

OFFICIAL PROCEEDINGS

Roll Call      The Board of School Trustees of the Fort Wayne Community Schools met in regular session in the Lester L. Grile Administrative Center on Monday, October 14, 2019 at 6:08 p.m. President Julie Hollingsworth called the meeting to order with the Pledge of Allegiance and the following members in attendance:

Members present:      Julie Hollingsworth, Chairperson  
Steve Corona  
Anne Duff  
Glenna Jehl  
Jordan Lebamoff  
Maria Norman  
Tom Smith

Recognitions      Dr. Wendy Robinson, superintendent, presented the following information and recommendations concerning awards and recognitions:

Visiting Guests      **RECOMMENDATION:** It was recommended that the Board recognize students and a teacher from  
from Gera,      Gera Goethe Gymnasium in Gera, Germany who are visiting Snider High School this week, and Fort  
Germany      Wayne through October 16.

**RELATED INFORMATION:** Through Sister Cities International, Gera, Germany and Fort Wayne have enjoyed a sister cities relationship since June 1992. Since that time there have been many exchanges between the two cities as artists, musicians, government officials and students have participated in special events in both communities.

The sister school relationship between Gera Goethe Gymnasium in Gera, Germany and FWCS goes back some 25 years. Other sister school relationships include North Side High School and Gera Zabel Gymnasium and Blackhawk Middle School and Gera Staatiches Regionales Forerzentrum.

While here, the visitors from Germany will spend time at Snider High School and tour Fort Wayne attractions.

The following were recognized:

Students:  
Sarah Elisabeth Trautmann  
Julie Angelique  
Catherine Vonarb  
Aaron Liebold  
Timon Nicola Weber  
Lena Weis  
Pauline Helena Wogawa

Dana Wagner, Chaperone  
Chad Hissong, Principal

Consent Agenda Dr. Robinson presented the following consent agenda items with recommendations for approval: Minutes from the regular Board meeting September 23 and special Board meeting October 7, 2019; Vouchers for the period ending October 14, 2019; Payroll for periods ending August 16, August 30 and September 13, 2019; and Personnel Report.

Minutes The Minutes from the regular Board meetings held September 23 and special Board meeting October 7, 2019 were distributed to Board members for review with a recommendation for approval.

Vouchers **RECOMMENDATION:** It was recommended that the Board approve the vouchers for the period ending October 14, 2019 and the payroll for the periods ending August 16, August 30, and September 13, 2019.

**RELATED INFORMATION:** All vouchers paid by the Fort Wayne Community Schools appear on a voucher listing totaling \$9,033,623.54.

Gross wages and fringe benefits paid by the Fort Wayne Community Schools appear on the following Payroll Certification documents:

Payroll period #17 ending August 16	\$8,436,474.08
Payroll period #18 ending August 30	\$7,917,677.52
Payroll period #19 ending September 13	\$9,498,381.37

Detail of all paid vouchers and payroll remains on file in the Business Office until audited by the State Board of Accounts. Following the audit, these records are stored as required by record retention regulations

Personnel Report	FUNDS					
	0101	Education	3110	Driver Education	5550	Adult Basic Education
	0300	Operations	3710	Non-English Speaking	6260	Perkins Grant
	0800	Food Service	3905	Warehouse	6460	Medicaid Reimbursement
	0900	Textbook Rental	3910	Gifted & Talented	6630	Magnet
	1400	Career Center	4120	Delinquent	6730	Gear Up
	2100	Donations Fund	4170	Title I	6840	Title II
	2110	Access Channel	5110	Steward B. Homeless Asst	6855	PEER
	2200	Alternative Ed Grant	5260	Special Education Fund	6880	Title III
			5430	Pre-School Special Education	6880	Refugee Children Impact Grant

STATUS

- C Position Changed
- L Leave
- N New Position/Allocation
- R Replacement
- T Temporary Position

The individuals listed below have signed a “Uniform Conflict of Interest Disclosure Statement” indicating they have a pecuniary interest in a contract or purchase resulting in an increase in the income or net worth of the employee or dependent of the employee employed by the school district. It is recommended that the Board of School Trustees accept this list as part of the official minutes for the October 14, 2019, meeting:

- |                         |                     |
|-------------------------|---------------------|
| Adhiambo, Christabel E. | James, Kyleen R.    |
| Castator, April N.      | Luckey, Jonathan C. |
| Gorman, Alitio J.       | Rehrer, Aaron M.    |
| Helmuth, Lisa M.        | Tyree, Thomas C.    |

ADMINISTRATOR(S) RECOMMENDED FOR  
RETIREMENT/RESIGNATION/TERMINATION/DECEASED

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Kolar, Heather M.	Wayne/Counselor, SS III, Group 3, Step 11.0	Resign	0101	10-15-19

ADMINISTRATOR(S) RECOMMENDED FOR BOARD ACTION

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Morris, Kendra A.	North Side/Counselor, SS III, Group 13, Step 9.0	North Side/Family Medical Leave	L	0101	10-09-19 to 11-07-19

TEACHER(S) RECOMMENDED FOR  
RETIREMENT/RESIGNATION/TERMINATION/DECEASED

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Bitting, Robert A.	<u>North Side/Language Arts</u>	Resign	<u>0101</u>	09-17-19
Furge, Jacob C.	<u>Northwood/Social Studies</u>	Resign	<u>0101</u>	10-10-19
Villanueva, Joseph A.	<u>Abbett/Grade 3</u>	Resign	<u>0101</u>	10-31-19

TEACHERS(S) RECOMMENDED FOR EMPLOYMENT

Employment is contingent upon satisfactory completion of all pre-employment requirements.

<u>NAME</u>	<u>COLLEGE</u>	<u>EXP</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Black- Wright, Bonnie B.	Indiana Institute of Technology BS	0.0	New	South Side/MIMD	R	0101	10-14-19
Brown, Simon K.	Indiana University Fort Wayne BS	0.0	New	Towles/Social Studies	R	0101	10-14-19
Dzierla, Bailey S.	Indiana Wesleyan University BS	1.5	Certified Sub	Harrison Hill/Grade 2	R	0101	09-02-19
Eggleton, Nathan L.	Huntington University BS	0.0	New	North Side/Math	R	0101	10-07-19
Forrest, Trent M.	Indiana Wesleyan University BA	0.0	Certified Sub	Scott/Music	R	0101	10-04-19

Gerding, Rebecca M.	Indiana University Fort Wayne BS	9.0	New	Towles/ELL	R	0101	09-30-19
Getz, Jr. Joseph A.	San Jose State University BA	1.0	New	Miami/Social Studies + Language Arts	R	0101	10-14-19
Grote, Haley R.	Indiana University Fort Wayne BS	0.0	New	Abbett/Kindergarten	R	0101	09-18-19
Hepler, Elnora L.	Ball State University BS	0.0	New	Northrop/MIMD	R	0101	10-01-19
Noye, Holly C.	Harding University Searcy, AR BA	5.5	Certified Sub	Washington Center/Grade 1	R	0101	10-07-19
O'Brien, Cassandra N.	Kennesaw State University BS	0.0	New	Lindley/Kindergarten	R	0101	09-23-19
Wimby, Deja M.	Western Michigan University BS	0.0	Certified Sub	Snider/Biology	R	0101	08-19-19

TEACHER(S) RECOMMENDED FOR BOARD ACTION

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Gibson, Kristin M.	Memorial Park/Math	Memorial Park/Family Medical Leave	L	0101	09-06-19 to 10-11-19
McClure, Sarah R.	Lakeside/Building Coach	Lakeside/Family Medical Leave	L	0101	08-09-19 to 10-25-19
Mirwaldt, Emma L.	Haley (.50) + St. Joe Central (.50)/Certified Sub	Haley (.50) + St. Joe Central (.50)/Physical Education	R	0101	10-03-19

SUBSTITUTE(S) RECOMMENDED FOR RETIREMENT/RESIGNATION/TERMINATION/END OF ASSIGNMENT

Baker, Sara J.

Batdorf, Rebecca L.

Moore, Deidre M.

SUBSTITUTE(S) RECOMMENDED FOR CERTIFIED SUBSTITUTE POSITION(S)

Alger, Casey M.	Howard, Damone M.	Ruiz, Jonathon M.
Brubaker, Kate L.	Huffman, Levi M.	Smith, Lisa D.
Clarkson, Joanie M.	Jackson, Timothy L.	Sneed, Teonyka, M.
Crist, Amanda N.	Osborn, Wyatt W.	Spencer, Atchison S.
Hamilton, Bruce W.	Palmer, Matthew R.	Weber, Ricky J.
Horne, Beth A.	Reinhard, Laura Y.	

CERTIFIED PERSONNEL RECOMMENDED FOR HOMEBOUND ASSIGNMENT(S)

Arnold, Lisa M.	Hormann, Kimberly S	Reinhard, Laura Y.
Bransteter, Judith K.	Laise, William J.	Rusk, Randall F.
DeWald, Suzan K.	Meagher, Michaela M.	Ryan, Blane P.
Gascho, Heidi E.	Meyer, Nichole C.	Shepler, Lowell E.
Gilmer, Douglas E.	Muncey, David A.	Walker, Jennifer R.
Hoekema, Rebecca S.	O'Sullivan, Megan	

CERTIFIED PERSONNEL RECOMMENDED FOR ADDITIONAL ASSIGNMENT(S)

Bailey, Laurie L.	Millette, Linda A.	Stewart, DeWayne E.
Fiedler, Jordan M.	Miranda Sierra G.	Straub, Sheyann D.
Fisher, Shannon L.	Parmley, Carrie L.	Tuckey, Mindy M.
Fultz, Andrew J.	Phillips, Jessyca R.	Walton, Debra D.
Hartman, Debra R.	Serrani, Vincent P.	Winfree, Claire M.
Keating, Lynn M.		

CLASSIFIED PERSONNEL RECOMMENDED FOR  
RETIREMENT/RESIGNATION/TERMINATION/END OF ASSIGNMENT

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Adams, Evelyn C.	Northrop/Cafeteria Asst	Terminate	<u>0800</u>	09-30-19
Akason, Melissa A.	Transportation North/Bus Driver + Supplemental Bus Driver + Extracurricular	Resign	<u>0300</u>	10-04-19
Albright, Haley E.	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	Resign	<u>0101/ 0800</u>	09-19-19
Allison, Theothis K.	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	Terminate	<u>0101/ 0800</u>	09-19-19
Baumgartner, Keirsten L.	Bunche/Montessori Asst	Resign	<u>0101</u>	09-20-19
Bearyman, Elza L.	Transportation North/Manager	Retire	<u>0300</u>	01-03-20

Black-Wright, Bonnie B.	South Side/School Asst Special Ed	Classified to Certified	<u>0101</u>	10-11-19
Blisk, Tracy M.	Arlington/School Asst	Resign	<u>0101</u>	10-24-19
Bowman, Gary L.	School Asst–Sub (0101) + Special Ed Asst Sub (0101) + Clerical–Sub (0101) + Food Service–Sub (0800)	Terminate	<u>0101/0800</u>	09-19-19
Brookens, Hannah M.	North Side/School Asst Special Ed	Resign	<u>0101</u>	11-01-19
Capatina, Stephanie A.	School Asst–Sub (0101) + Special Ed Asst Sub (0101) + Clerical–Sub (0101) + Food Service–Sub (0800)	Terminate	<u>0101/0800</u>	09-19-19
Colon, Julian	Shambaugh/School Asst Special Ed	Resign	<u>0101</u>	09-18-19
Conley, Keaton D.	Helen Brown Natatorium/Worker’s Comp Leave	Resign	<u>0101</u>	09-18-19
Feaster, Skylar M.	Haley/School Asst Special Ed	Resign	<u>0101</u>	10-01-19
Fields, Annette L.	Northwood/School Asst	Retire	<u>0101</u>	10-17-19
Guzman, Yolanda A.	ELL/Temp ELL Interpreter	Resign	<u>0101</u>	09-16-19
Hammond, Tameka K.	Transportation North/Bus Driver + Supplemental Bus Driver + Extracurricular	Terminate	<u>0300</u>	09-20-19
Knapp, Jane M.	Nutrition Process Center/Cafeteria Asst	Terminate	<u>0800</u>	09-16-19
Lord, Renee L.	Career Education/Summer Supervisor	End of Assignment	<u>1400</u>	08-09-19
Metzger, Jeffrey W.	Transportation South/Bus Technician	Retire	<u>0300</u>	10-04-19
Moss, Nicole K.	Holland/School Asst Special Ed	Resign	<u>0101</u>	09-26-19
Noye, Holly C.	South Wayne/School Asst	Classified to Certified	<u>0101</u>	10-04-19

Olivarez, Enedina G.	Health Services/Nurse	Resign	<u>0101</u>	09-23-19
Patino, Vanessa	ELL/Temp ELL Interpreter	Resign	<u>0101</u>	09-16-19
Rodriguez, Sandra J.	Jefferson/School Asst	Resign	<u>0101</u>	10-10-19
Sneed, Teonyka M.	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	Classified to Certified	<u>0101/0800</u>	09-16-19
Terrell, Allysha L.	Transportation South/Bus Asst	Terminate	<u>0300</u>	09-30-19
Vanderlaan, Courtney A.	Helen Brown Natatorium/Special Program Asst	End of Assignment	<u>0101</u>	09-27-19
Vazquez Garcia, America J.	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	Resign	<u>0101/0800</u>	08-25-19
Wilbert, Marta R.	Health Services/Nurse	Death	<u>0101</u>	09-16-19

CLASSIFIED PERSONNEL RECOMMENDED FOR EMPLOYMENT

Employment is contingent upon satisfactory completion of all pre-employment requirements.

It is recommended that the Board of School Trustees approve the following:

Pay Scale 19: Supervisory, Exempt  
 Add: Talent Acquisition Coordinator  
 Group 11, Steps 5.0 – 11.0

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Aranda-Rivera, Janie A.	New	South Side/Cafeteria Asst	R	0800	10-07-19
Bailey, Tiffany N.	New	Northwood/School Asst Special Ed	R	0101	09-30-19
Boller, Jennie S.	New	Washington Center/School Asst	R	0101	10-02-19
Brown, Ciera D.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	09-30-19

Brown, Nancy L.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	09-24-19
Brown, Rufus C.	New	Security/Floater Security Guard Sub	R	0300	09-17-19
Bryant, Brandon L.	New	Security/Floater Security Guard Sub	R	0300	09-30-19
Charlton, Courtney S.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	09-24-19
Colon, Julian R.	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	Shambaugh/School Asst Special Ed	R	0101	09-18-19
Cramer, Benjamin J.	New	Waynedale/Therapist Licensed	R	4170	09-30-19
Davis, Eric L.	New	Towles/School Asst Special Ed	R	0101	09-18-19
Dzelilovic, Mirsada	New	Nutrition Process Center	R	0800	09-30-19
Faz, Amanda A.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	09-24-19
Fisher, Kathy K.	New	Franke Park/School Asst	R	0101	09-24-19
Fritz, Jill A.	New	St. Joseph Central/School Asst	R	0101	09-19-19
Graves, Pamela J.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	09-17-19
Grimes, Tomeka N.	New	Study/Secretary School Year (.72)	R	0101	10-02-19
Harris, Brianna N.	New	Glenwood Park/School Asst	R	0101	09-18-19



Holcomb, Allysa M.	New	Northcrest/School Asst	R	0101	10-07-19
Johnson, Lahoma A.	New	Nutrition Process Center/Cafeteria Asst	R	0800	10-01-19
Jones, Alexsandria C.	New	Weisser Park/School Asst	R	0101	09-30-19
Kaiser, Jessica M.	New	Arlington/School Asst Special Ed	R	0101	09-20-19
Kayonga, Gaston K.	Transportation North/Bus Driver Substitute	Transportation North/Bus Driver + Supplemental Bus Driver + Extracurricular	R	0300	09-23-19
Keck, Jayme L.	New	North Side/Cafeteria Asst	R	0800	10-03-19
Kempf, Samantha M.	New	School Asst–Sub (0101) + Special Ed Asst Sub (0101) + Clerical–Sub (0101) + Food Service–Sub (0800)	R	0100/ 0800	09-19-19
Myles, Delonzo L.	New	Security/Floater Security Guard Sub	R	0300	10-08-19
Naylor, Brittney A.	New	Towles/Montessori Asst	R	0101	09-24-19
Neal, Samantha P.	New	Harrison Hill/School Asst Special Ed	R	0101	09-30-19
Oberley, Tamera L.	New	Wayne/Cafeteria Asst	R	0800	09-23-19
Parker, Tionna T.	School Asst–Sub (0101) + Special Ed Asst Sub (0101) + Clerical–Sub (0101) + Food Service–Sub (0800)	South Side/School Asst Special Ed	R	0101	09-24-19
Pennucci, Marianne	New	School Asst–Sub (0101) + Special Ed Asst Sub (0101) + Clerical–Sub (0101) + Food Service–Sub (0800)	R	0101/ 0800	09-24-19
Perry, Brendon G.	Transportation North/Bus Driver Substitute	Transportation South/Bus Driver + Supplemental Bus Driver + Extracurricular	R	0300	09-23-19

Phelps, Christopher B.	New	South Side/School Asst Special Ed	R	0101	09-19-19
Ridley, Brooke S.	New	Human Resources/Coordinator Talent Acquisition	N	0300	10-14-19
Walker, Kent A.	New	Technology/Network Technician	R	0300	09-25-19
Waters, Amy L.	New	Transportation South/Bus Driver + Supplemental Bus Driver + Extracurricular	R	0300	10-02-19
Wilkins, Brittany N.	New	School Asst-Sub (0101) + Special Ed Asst Sub (0101) + Clerical-Sub (0101) + Food Service-Sub (0800)	R	0101/ 0800	09-20-19
Wilt, Bailey M.	New	Fairfield/School Asst	R	0101	09-26-19
Zuber, Skyler D.	New	Maplewood/School Asst	R	0101	09-30-19

CLASSIFIED PERSONNEL RECOMMENDED FOR BOARD ACTION

<u>NAME</u>	<u>FROM</u>	<u>TO</u>	<u>STATUS</u>	<u>FUND</u>	<u>EFFECTIVE</u>
Ankenbruck, Kathleen M.	Adams/Cafeteria Manager Temporary	Adams/Cafeteria Manager Satellite Elementary	R	0800	09-26-19
Campos, Tiffany A.	Forest Park/School Asst	Forest Park/School Asst + Breakfast Asst + Transportation Asst	R	0101/ 0800	09-30-19
Cartwright, Margaret M.	Transportation South/Worker's Comp Leave	Transportation South/Bus Driver + Supplemental Bus Driver + Extracurricular	R	0300	09-26-19
Champion, Tracy L.	CAS Nebraska/Cafeteria Manger Temporary	North Side/Cafeteria Asst Transportation	R	0800	10-14-19
Conley, Keaton D.	Helen Brown Natatorium/Lifeguard	Helen Brown Natatorium/Worker's Comp Leave	L	0101	09-16-19 to 09-18-19
Cooper, Teresa L.	Washington Center/School Asst	Washington Center/Sick Leave	L	0101	09-24-19 to 12-19-19

Fitch, Floralalma	Haley/School Asst	Haley/School Asst + Breakfast Asst	R	0800	09-30-19
Fitts, Willie D.	Shambaugh/Administrative Asst	North Side/Administrative Asst	R	0101	10-11-19
Flynn, Kearstan L.	Blackhawk/Family Medical Leave	Blackhawk/School Asst Special Ed	R	0101	10-07-19
Geier, Candace E.	Glenwood Park/School Asst	Glenwood Park/Sick Leave	L	0101	10-15-19 to 12-19-19
Harris, T. Andre A.	South Wayne/School Asst	South Wayne/School Asst + Transportation Asst	R	0101	09-18-19
Haskic, Dzenana	Nutrition Process Center/Sick Leave	Nutrition Process Center/Cafeteria Asst	R	0800	09-23-19
Hermann, Robin M.	Young Early Childhood/School Asst	Young Early Childhood/School Asst + Breakfast Asst	R	0800	09-30-19
Holland, Ruth N.	Forest Park/School Asst	Forest Park/Leave of Absence	L	0101	09-30-19 to 05-28-19
Horvath, Sydni R.	Franke Park/Clerk Media Temporary	Franke Park/School Asst +Satellite Server	R	0101/ 0800	09-16-19
Kage, Deidra M.	Northrop/Cook	Northrop/Family Medical Leave	L	0800	09-27-19 to 09-30-19
Kage, Deidra M.	Northrop/Family Medical Leave	Northrop/Cook	R	0800	10-01-19
Ladd, Renee M.	Transportation North/Bus Driver + Supplemental Bus Driver + Extracurricular	Transportation North/Sick Leave	L	0300	10-03-19 to 11-08-19
Letner, Colleen E.	Northrop/Cook Temporary	Northrop/Cafeteria Asst	R	0800	10-01-19
Malone, Markus L.	Shawnee/School Asst	Shawnee/Administrative Asst	R	0101	09-30-19
Medina, Dawn	Fairfield/Sick Leave	Fairfield/Cafeteria Manager Satellite Elementary	R	0800	09-23-19

Procise, Sara R.	Lincoln/School Asst	Lincoln/Sick Leave	L	0101	09-24-19 to 11-19-19
Reichenbacher, Matthew E.	Transportation North/Secretary Special Assignment	Transportation North/Bus Driver + Supplemental Bus Driver + Extracurricular	R	0300	10-07-19
Starks, Rosie L.	North Side/Cafeteria Asst	North Side/Sick Leave	L	0800	10-04-19 to 11-01-19
Stiles, Lisa L.	Nutrition Process Center/Cafeteria Asst	Nutrition Process Center/Sick Leave	L	0800	10-09-19 to 10-11-19
Stuczka, Peter A.	Fiscal Affairs/Clerk Payroll	Business/Budget Analyst	R	0300	09-23-19
Tillotson, Elisa M.	Holland/School Asst	Holland/School Asst Special Ed	R	0101	09-24-19
Vaides, Ana E.	Adams/Secretary School Year	Adams/Sick Leave	L	0101	09-23-19 to 11-26-19
Van Gorder, Debra A.	Abbett/Secretary Treasurer	Abbett/Sick Leave	L	0101	09-19-19 to 04-08-20
Wallace, Nance A.	Haley/School Asst + Breakfast Asst	Haley/School Asst	R	0101	09-30-19

CLASSIFIED PERSONNEL RECOMMENDED FOR TEMPORARY ASSIGNMENT (S)

- |                       |                      |                         |
|-----------------------|----------------------|-------------------------|
| Behnfeldt, Laura M    | Koneval, Melissa S.  | Recker, Jennifer A.     |
| Diaz Herrera, Lizeth  | McCrary, Betty J.    | Ritschard, Hallie E.    |
| Feaser, Tracy E.      | Meyer, Martin E.     | Saylor, Carisa L.       |
| Hessler, Catherine A. | Quinde, Rosangela M. | Torrez-Crouse, Nancy E. |
| Jacobs, Breanna E.    | Ramirez, Ruth N.     | York, Kevin J.          |

Consent  
Agenda

A motion was made by Steve Corona, seconded by Maria Norman, that the following consent agenda items be approved: Minutes from the regular Board meeting September 23 and special Board meeting October 7, 2019; Vouchers for the period ending October 14, 2019; Payroll for periods ending August 16, August 30 and September 13, 2019; and Personnel Report. Roll Call: Ayes, unanimous; nays, none.

Ratification of  
the Fort Wayne  
Education  
Association  
(FWEA)  
Contract

Dr. Robinson presented the following recommendation concerning the Ratification of the Fort Wayne Education Association (FWEA) Contract:  
  
**RECOMMENDATION:** It was recommended that the Board ratify the contract between Fort Wayne Community Schools (FWCS) and Fort Wayne Education Association (FWEA).

**RELATED INFORMATION:** Over the summer, teams from FWCS and FWEA informally bargained their Contract and came to a tentative agreement. On September 19 and 20, the FWEA ratified the Contract with a 99.95 percent approval. On September 23, this Board conducted a public meeting to discuss the Contract, which was made available on the FWCS public website as required by P.L. 274-2019 (S.E.A. 309). That new law also amended I.C. 20-29-6-19, adding the requirement that this Board allow public comment at the meeting at which the tentative agreement is ratified.

A meeting was opened to allow public comment before voting to ratify the Contract. (There were no comments)

Questions were addressed by Chief Operations Officer Charles Cammack, Jr. or General Counsel David Amen.

A motion was made by Glenna Jehl, seconded by Steve Corona, that the recommendation concerning the Ratification of the Fort Wayne Education Association (FWEA) Contract be approved. Roll Call: Ayes, unanimous; nays, none.

Wage and Salary Increase for Employees and Non-union Salary Increase

Dr. Robinson presented the following recommendation concerning the Wage and Salary Increase for Employees and Non-union Salary Increase:

**RECOMMENDATION:** It was recommended that the Board approve wage and salary increases for all staff not represented by a collective bargaining group.

**RELATED INFORMATION:** All active permanent staff not represented by a collective bargaining group will receive a two and a half percent (2.5%) wage or salary increase for the 2019-20 school year. Other compensation and benefits for all employees represented by a collective bargaining group will be determined within their bargaining agreements. Permanent staff does not include substitutes, temporary, or inactive employees.

Questions were addressed by Chief Operations Officer Charles Cammack, Jr.

A motion was made by Steve Corona, seconded by Anne Duff, that the recommendation concerning the Wage and Salary Increase for Employees and Non-union Salary Increase be approved. Roll Call: Ayes, unanimous; nays, none.

High Ability Grant

Dr. Robinson presented the following recommendation concerning the High Ability Grant:

**RECOMMENDATION:** It was recommended that the Board approve the application for and acceptance of a High Ability Grant from the Indiana Department of Education in the amount of \$164,290.00 for the 2019-20 school year.

**RELATED INFORMATION:** The state of Indiana provides non-competitive funds for districts to address the learning needs of high ability students. Funds for 2019-20 will be used:

- To provide assessments and other tools to aid in the appropriate identification of High Ability students for the 2019-20 school year as well as testing materials for the Fall of 2020.
- To provide professional learning opportunities for elementary and middle school principals and teachers around high ability needs and supports; and
- To provide an appropriate education for identified high ability students through differentiated services and program options.

Currently, high ability services are delivered through the efforts of classroom teachers. The overall program is coordinated by Amelia Pflieger, Curriculum Coordinator of K-12 High Ability, Advanced Placement & Dual Credit and Fine Arts (Music & Art).

This Grant addresses Goal 1: *Achieve and Maintain Academic Excellence*

Questions were addressed by Amelia Pflieger, Curriculum Coordinator.

A motion was made by Jordan Lebamoff, seconded by Steve Corona, that the recommendation concerning the High Ability Grant be approved. Roll Call: Ayes, unanimous; nays, none.

Second Semester 2018-19 Extracurricular Account Reports

Dr. Robinson presented the following recommendation concerning the Second Semester 2018-19 Extracurricular Account Reports:

**RECOMMENDATION:** It was recommended that the Board accept the Extracurricular Account Reports for the second semester of the 2018-19 school year.

**RELATED INFORMATION:** Indiana Code 20-41-1-8 requires an accurate account of all money received and expended by extracurricular accounts. A report of the sources of all receipts, the purposes for which the money was expended and the balance on hand is required to be filed with the School Board of Trustees. All extracurricular semester reports were audited by the Business Office. The General Ledger summary report of each school's accounts is provided. All extracurricular records are maintained for five years and are available for inspection.

The Second Semester 2018-19 Extracurricular Account Report can be found in the Superintendent's Office.

Questions were addressed by Chief Financial Officer Kathy Friend.

A motion was made by Anne Duff, seconded by Glenna Jehl, that the recommendation concerning the Second Semester 2018-19 Extracurricular Account Reports be approved. Roll Call: Ayes, unanimous; nays, none.

Shawnee Middle School Renovation

Dr. Robinson presented the following recommendation concerning the Shawnee Middle School Renovation:

**RECOMMENDATION:** It was recommended that the Board approve the following construction contracts for the renovation of Shawnee Middle School:

Shawnee Construction and Engineering, Inc.

Base Bid (Shawnee Middle School Renovation) .....	\$8,748,000
Alternate 1 (Omit Replacement of Gymnasium Bleachers) .....	Not Accepted
Alternate 2 (Omit Replacement of Gym and Activity Room Basketball Goals) .....	Not Accepted
Alternate 3 (Omit Replacement of Exterior Doors) .....	Not Accepted
Alternate 4 (Grease Interceptor for Kitchen) .....	\$81,800
Alternate 5 (Insulate and Paint Existing Gymnasium Ductwork) .....	\$26,300
Alternate 6 (Installation of Technology Cabling in Classrooms) .....	\$20,200
Alternate 7 (Prefabricated Window Units in lieu of Storefront Window Framing) .....	Not Accepted
Alternate 8 (Cafeteria and Gymnasium AV Head End Equipment) .....	<u>Not Accepted</u>
Total Contract .....	\$8,876,300

  

Automated Logic

Controls Base Bid (Shawnee Middle School Renovation) .....	<u>\$428,800</u>
Total Contract .....	\$428,800

**RELATED INFORMATION:** The project consists of architectural, mechanical, plumbing and electrical renovations to Shawnee Middle School. The existing building automation systems (controls) are proprietary and Automated Logic is the single source vendor for this work.

The project was designed by MSKTD & Associates, Inc. Funding for the project will be from a combination of the 2016 School Building Basic Renewal/Restoration & Safety Project, Nutrition Services and Technology Funds. The work will be completed in phases and is anticipated to be substantially completed by July 22, 2021.

Questions were addressed by Heather Krebs, Coordinator of Program Controls

Project: Shawnee Middle School Renovation

Contractor	CME General Contractor	Fetters Construction	Michael Kinder & Sons, Inc.	Schenkel Construction	Shawnee Construction & Engineering, Inc.
Base Bid	\$8,780,000	\$8,970,000	\$9,637,000	\$8,995,000	\$8,748,000
Alternate 1	<del>(\$75,000)</del>	<del>(\$71,000)</del>	<del>(\$74,000)</del>	<del>(\$71,950)</del>	<del>(\$70,300)</del>
Alternate 2	<del>(\$28,000)</del>	<del>(\$26,000)</del>	<del>(\$27,400)</del>	<del>(\$28,276)</del>	<del>(\$26,500)</del>
Alternate 3	<del>(\$23,000)</del>	<del>(\$24,000)</del>	<del>(\$25,400)</del>	<del>(\$26,400)</del>	<del>(\$23,000)</del>
Alternate 4	\$83,000	\$84,000	\$82,700	\$65,300	\$81,800
Alternate 5	\$19,000	\$19,000	\$18,100	\$20,000	\$26,300
Alternate 6	\$21,000	\$19,750	\$20,300	\$20,500	\$20,200
Alternate 7	<del>\$149,000</del>	<del>\$47,000</del>	<del>\$47,300</del>	<del>\$98,500</del>	<del>\$146,000</del>
Alternate 8	<del>\$48,000</del>	<del>\$46,000</del>	<del>\$47,200</del>	<del>\$47,670</del>	<del>\$47,000</del>
Recommendation	\$8,903,000	\$9,092,750	\$9,758,100	\$9,100,800	\$8,876,300

A motion was made by Steve Corona, seconded by Tom Smith, that the recommendation concerning the Shawnee Middle School Renovation be approved. Roll Call: Ayes, unanimous; nays, none.

2020 Budget  
Adoption and  
Resolutions

Dr. Robinson presented the following recommendation concerning the 2020 Budget Adoption and Resolutions:

**RECOMMENDATION:** It was recommended that the Board approve the proposed Fort Wayne Community Schools 2020 appropriations (budgets), the 2020 levy, the three-year Capital Projects Plan for 2020 through 2022 and the Bus Replacement Plan for the years 2020 to 2024.

**RELATED INFORMATION:** A public budget presentation was made at the September 9, 2019 Board of School Trustees meeting. All Board adopted funds and proposed budgets were discussed and estimated tax rates were reviewed. The notice for the Capital Projects Plan and the Bus Replacement Plan were properly advertised on September 10, 2019 in the Journal Gazette. The notice directs taxpayers to the District website for details of the plans. The budget was submitted to the Indiana Gateway on September 10, 2019 for public information. A hearing to allow the public to make comments on the advertised budgets, the three-year Capital Projects Plan and the five-year Bus Replacement Plan was held on September 23, 2019. All legal requirements for advertisement and hearings have been met for all funds, the Capital Projects Plan and the Bus Replacement Plan.

Questions were addressed by Chief Financial Officer Kathy Friend.

Proposed FWCS 2020 Appropriations, Levy & Rate

	Recommended Appropriation	Recommended Adopted Budget (1)	Advertised & Adopted Levy	Expected Levy	Estimated Collected Levy (1)	Adopted Tax Rate	Expected Tax Rate
Education Fund	\$200,930,514	\$200,930,514	\$0	\$0	\$0	\$0.0000	\$0.0000
Operations Fund	80,924,764	74,924,764	57,053,717	51,867,015	45,867,015	0.8757	0.6767
Pension Debt	3,519,955	3,519,955	3,592,915	3,266,286	\$3,266,286	0.0551	0.0426
Debt Service Referendum Debt	8,961,769	8,961,769	9,938,576	9,035,069	\$9,035,069	0.1525	0.1179
	16,710,000	16,710,000	17,196,919	15,633,563	\$15,633,563	0.2475	0.1912
	\$311,047,002	\$305,047,002	\$87,782,127	\$79,801,933	\$73,801,933	\$1.3308	\$1.0284

(1) Net of Circuit Breaker

Three Year Capital Projects Plan

	<u>2020</u>	<u>2021</u>	<u>2022</u>
Projects Capital in Nature	\$ 7,637,162	\$ 7,531,500	\$ 8,501,000
Capital Acquisitions	286,614	228,300	264,500
Total Plan	\$ 7,923,776	\$ 7,759,800	\$ 8,765,500

2020-2024 Bus Replacement Plan

Replacement Year	Bus Inventory	Replacement Number	Replacement Cost
2020	299	39	\$4,907,128
2021	299	17	1,346,906
2022	299	5	653,185
2023	299	28	3,932,727
2024	299	30	3,079,896
		119	\$13,919,841

RESOLUTION TO ADOPT THE 2020 CAPITAL PROJECTS PLAN  
OCTOBER 14, 2019

This resolution is adopted by the Board of School Trustees of the Fort Wayne Community Schools, Allen County, Indiana.

WHEREAS, Fort Wayne Community Schools wishes to use the Operations Fund for capital asset acquisitions and projects capital in nature;

WHEREAS, the Board of Trustees is required under IC 20-40-18-6 to adopt a plan for the Capital Projects Plan; and



WHEREAS, the Board of Trustees held a public hearing on the plan on the 23rd day of September 2019 at 6:00 p.m. in the Lester L. Grile Administrative Center;

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan for Fort Wayne Community Schools, for the years 2020 to 2022, is hereby incorporated by reference into this resolution and is adopted as the Board of Trustees' plan with respect to the Capital Projects Plan.

BE IT FURTHER RESOLVED that the Board of Trustees shall submit a certified copy of this resolution (including the adopted plan) to the Department of Local Government Finance as required by IC 20-40-18-6 for approval.

Adopted this 14th day of October 2019

RESOLUTION TO ADOPT THE YEAR 2020 BUS REPLACEMENT PLAN  
OCTOBER 14, 2019

This resolution is adopted by the Board of Trustees of Fort Wayne Community Schools of Allen County, Indiana:

WHEREAS, a School Bus Replacement Plan has been established;

WHEREAS, the Board of Trustees is required under IC 20-40-18-9 to adopt a plan with respect to a School Bus Replacement Plan; and

WHEREAS, the Board of Trustees held a public hearing on the plan on the 23rd day of September 2019 at 6:00 p.m. in the Lester L. Grile Administrative Center;

THEREFORE, BE IT RESOLVED, by the Board of Trustees that the plan entitled School Bus Replacement Plan for the years 2020 through 2024 is hereby incorporated by reference into this resolution and is adopted as the Board of Trustees' Plan with respect to the School Bus Replacement Plan.

BE IT FURTHER RESOLVED, that the Board of Trustees shall submit a certified copy of this resolution (including the adopted plan) to the Department of Local Government Finance as required by IC 20-40-18-9 for approval.

Adopted this 14th day of October 2019

A motion was made by Steve Corona, seconded by Glenna Jehl, that the recommendation concerning the 2020 Budget Adoption and Resolutions be approved. Roll Call: Ayes, unanimous; nays, none.

Levy  
Neutrality

Dr. Robinson presented the following recommendation concerning Levy Neutrality:

**RECOMMENDATION:** It was recommended that the Board approve a reduction to the 2020 maximum levy of the Operations Fund to support the tax neutrality requirements of the Pension Bond Fund.

**RELATED INFORMATION:** Public Law 199 requires that those districts, who issue a pension bond to replace their retirement severance programs, must make the annual bond payment a tax neutral event to taxpayers.

Questions were addressed by Chief Financial Officer Kathy Friend.

**RESOLUTION TO ADOPT PENSION BOND FUND LEVY NEUTRALITY  
OCTOBER 14, 2019**

This resolution is adopted by the Board of School Trustees of the Fort Wayne Community Schools, Allen County, Indiana.

WHEREAS, the Pension Bond Fund expected levy needs to be tax neutral.

THEREFORE, BE IT RESOLVED that the tax levy of the Operations Fund will be reduced by the amount necessary. It is expected that the tax levy will be reduced as follows:

Operations Fund	\$3,300,000
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A motion was made by Tom Smith, seconded by Steve Corona, that the recommendation concerning Levy Neutrality be approved. Roll Call: Ayes, unanimous; nays, none.

Goals for  
Expenditure  
Categories

Dr. Robinson presented the following recommendation concerning the Goals for Expenditure Categories:

**RECOMMENDATION:** It is recommended that the Board approve a resolution to set expenditure category goals for the 2019-20 school year. The goal is to improve upon the current percentages between the expenditures for the student instructional categories and the other expenditure categories.

**RELATED INFORMATION:** Beginning with the 2007-08 school year, school districts are required to establish goals for each category of expenditures that will increase the school corporation’s allocation of taxpayer resources directly to student instruction and learning, in light of the unique circumstances present in the school corporation. The Department of Education most recently reported the following percentages:

	State 2016-17	FWCS 2016-17
Student instructional expenditures	58.1%	65.3%
Academic achievement	48.9%	54.7%
Instructional support	9.2%	10.6%
Other expenditures	41.9%	34.7%
Overhead and operational	22.6%	20.1%
Non-operational	19.3%	14.6%

FWCS was 7.2 percentage points greater than the state average in dollars spent on instruction.

Questions were addressed by Chief Financial Officer Kathy Friend.

**RESOLUTION FOR GOALS FOR EXPENDITURE CATEGORIES  
OCTOBER 14, 2019**

WHEREAS, the Fort Wayne Community Schools Board of Trustees, Allen County, has adopted a 2020 budget;

WHEREAS, P.L. 191-2006 states that beginning with the 2007-08 school year, each governing body shall establish goals for each category of expenditures that will increase the school corporation’s allocation of taxpayer resources directly to student instruction and learning, in light of the unique circumstances present in the school corporation.

WHEREAS, The State Board of Education has approved the following definitions:

- A. "Student Instructional Expenditures" are: (1) student academic achievement expenditures plus (2) student instructional support expenditures.
- B. "Other Expenditure Categories" are: (3) overhead and operational expenditures plus (4) non-operational expenditures.

WHEREAS, Fort Wayne Community Schools believes that the educational preparation of all students be addressed in a manner that maximizes the individual student's potential.

NOW THEREFORE, BE IT RESOLVED, Fort Wayne Community Schools shall review on an annual basis each of these expenditure categories and how to improve student achievement. Fort Wayne Community Schools will strive to improve upon the current levels (percentages) between the expenditures for the student instructional expenditure categories and the other expenditure categories as described in IC 20-42.5 for the next fiscal year. However, increasing the percentages in the student instructional expenditure categories and maintaining certain ratios between the "Student Instructional" and "Other Categories" may be negatively impacted by unique circumstances that the Fort Wayne Community Schools might experience such as, but not limited to:

- Changes in Federal and State grants.
- Replacement of retiring teachers (top of the scale) with new teachers who have lower salaries than the retiring teachers.
- School construction related to the district's long-range facility plan.

A motion was made by Maria Norman, seconded by Anne Duff, that the recommendation concerning the Goals for Expenditure Categories be approved. Roll Call: Ayes, unanimous; nays, none.

Next Meeting                    The next regular meeting of the Board is scheduled for Monday, October 28, 2019 at 6:00 p.m. in the Lester L. Grile Administrative Center.

Comments                    Board Member Steve Corona spoke of his recent attendance at the NSBA Council of Urban Boards of Education meeting, where he was given a handful of gift certificates for Donor's Choose. Steve passed the certificates out to all board members and Steve Brace so that they could go online and search for FWCS teachers to gift them to.

Superintendent Robinson spoke of her recent speaking engagement at the Community Foundation Board meeting. The board members were amazed to learn about the quality of programs we offer at FWCS and she recruited them to attend a future Principal-for-a-Day event with the District.

Board President Julie Hollingsworth talked about a complexity hearing this week that Kathy Friend would be attending. Ms. Hollingsworth asked, what are some of the areas that we rely on complexity money for? Kathy Friend indicated categories such as academic support, Special Ed, ELL, instructional supplies, health services, security, and case management. The complexity index has been declining over the years and we can't let it go any lower.

Adjournment and Dismissal                    There being no further business and no speakers, upon a motion by Steve Corona, seconded Tom Smith, the meeting was unanimously adjourned and dismissed at 7:00 p.m.

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President  
Julie Hollingsworth

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Vice President  
Stephen Corona

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Secretary  
Anne Duff

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Member  
Glenna Jehl

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Member  
Jordan Lebamoff

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Member  
Maria Norman

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Member  
Thomas Smith